

**Committee on Equal Opportunities
Council on Postsecondary Education
May 14, 2012**

Assessment of the Institutional Diversity Plans

The Council on Postsecondary Education worked collaboratively with Kentucky's public postsecondary institutions, as well as numerous higher education stakeholders across the Commonwealth, to develop the Kentucky Public Postsecondary Education Diversity Policy and Framework for Institution Diversity Plan Development. The policy was adopted by the Council September 12, 2010. The diversity policy is implemented through the Kentucky Administrative Regulation (13 KAR 2:060). The first Degree Program Eligibility evaluation, under diversity planning, occurred in January 2012.

Each of the public institutions, in response to the policy, were required to develop a campus-based diversity plan with specific strategies that promote diversity and measurable goals that reflect institutional demographics in comparison to the population for students, faculty, administrators, and staff. Additionally, the strategies were also to address the campus environment. The institutional plans were accepted by the CEO and adopted by the Council in fall 2011. The institutional plans have now been implemented, and the first evaluation of the plans will be conducted by Council staff in fall 2012, and reported to the CEO in January 2013.

To allow staff to present comparable information to the CEO, an outline for compiling and reporting on the progress of the institutional diversity plans was developed. The reporting process for the initial evaluation has been aligned to resemble the Southern Association of Colleges and Schools (SACS) accreditation process.

- Evaluate the public postsecondary institutions' adherence of the statewide diversity policy.
- Assess the effectiveness of institutions' improvement efforts.
- Review performance results and how those results are used to inform improvement efforts.
- Provide high-quality feedback, with clear recommendations.

The outline consists of four sections and several subsections that should prove useful in developing the report. At the May 14 meeting, the CEO will review the outline, comment, and offer suggestions. Once the outline has been modified and finalized, an electronic copy will be forwarded to the institutional representatives. The outline is included as Attachment A.

Staff preparation by Rana Johnson